WYOMING FOR TEACHING SALARIES IN INDICATORS OF COST PRESSURES

COMMITTEE OCTOBER 24, 2013 REPORT TO JOINT EDUCATION DR. CHRISTIANA STODDARD

COST PRESSURES MATTER BECAUSE THEY AFFECT QUALITY OF TEACHERS

- Individuals decide to teach based on how and on other employment options well teaching matches their skills/interests
- High teaching salaries are competitive with ability. high salary alternatives likely are high more employment options. Individuals with
- However, the relationship between salary and teacher quality is complex.

RELATIONSHIP BETWEEN SALARY AND TEACHER QUALITY

Average
Quality of
Teaching
Pool
When sacompare
professi
WY is unability in may leadin teach

When salaries are low compared to other professions/states, teaching in WY is unattractive for *many* high ability individuals.

→ Raising salaries in this range may lead to rapid improvement in teacher quality

WY Average Teacher Salar

Pool Quality of Average Teaching

RELATIONSHIP BETWEEN SALARY AND TEACHER QUALITY

already teaching in WY. other opportunities, many are When salaries are comparable with

Some individuals with more options attracted in through higher salaries, (e.g., math/science) may be but not as many as before.

moderate effect on quality. →Changing salaries has a

WY Average Teacher Salary 3

RELATIONSHIP BETWEEN SALARY AND TEACHER QUALITY

Teaching Quality of already entered the pool. Existing Few individuals remain to be attracted in teachers are unlikely to leave. individuals interested in teaching have When salaries are very high, most

Pool

Average

through salary.

effect on teacher quality. →Higher salaries have only minimal

SOURCES OF COST PRESSURE: DEMOGRAPHIC INDICATORS

Cost pressures are combination of how to hire. and how many teachers districts need many people are interested in teaching

With few openings and many applicants districts can be more selective in hiring cost pressures are lower

OVERVIEW OF COST PRESSURE INDICATORS

Sources of Cost Pressure:

- Labor market changes in teaching in other states
- Labor market changes in other professions in
- Demographic changes for student enrollment
- Demographic changes for retirement rates

Outcomes of Cost Pressure:

- Difficulties Retaining Quality Teachers
- Difficulties Recruiting Quality Teachers

